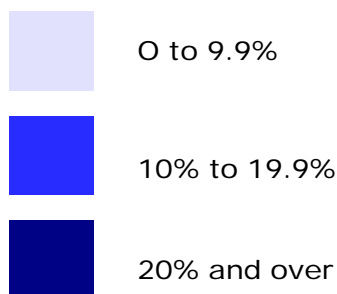
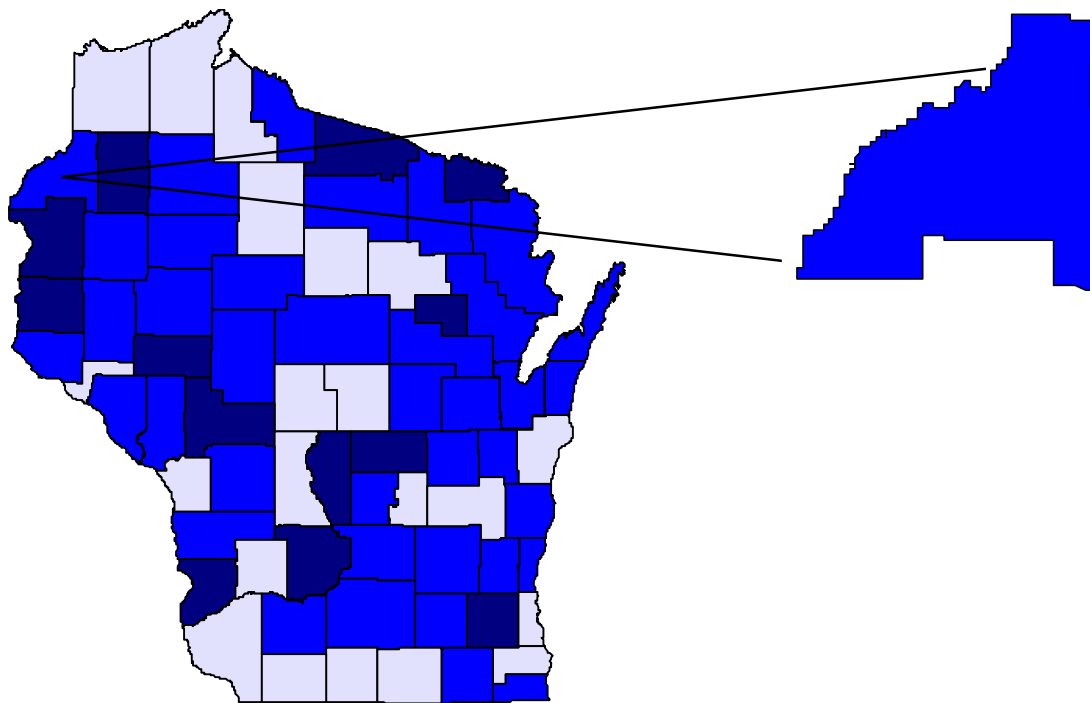


Burnett County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Burnett County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

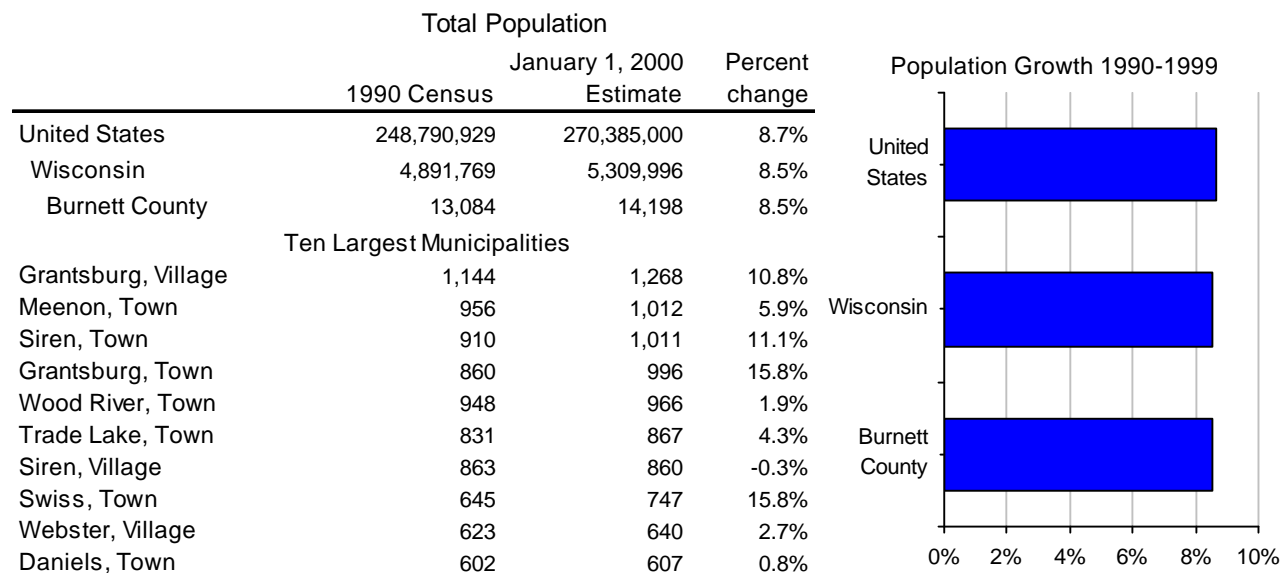
For more detailed information or clarification, please contact your local labor market analyst, Beverly Gehrke, by telephone (715-634-5289) or email (gehrkb@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Burnett County Population and Civilian Labor Force

The total population in Burnett County grew 8.5 percent from 1990 to January 2000, matching the state increase, but less than national expansion. The largest numeric increase in population was in the Town of Grantsburg, where the number of residents increased by 136. Close behind was the Village of Grantsburg, with an increase of 124. Together, the population increase in these two municipalities comprised one-quarter of the growth in the county. All of the growth in the county resulted from migration. In fact, the number of people migrating, 1,376, exceeds the total increase in county population. This produced a net migration rate of 10.5 percent, much higher than the state migration rate of 3.7 percent.

Of the 14,198 residents living in the county at the end of 1999, 11,256 (79%) were 16 years and older. Since 1990, this population segment increased by 1,073, while the segment aged 15 years and under increased by 41, resulting in a net county population increase of 1,114.



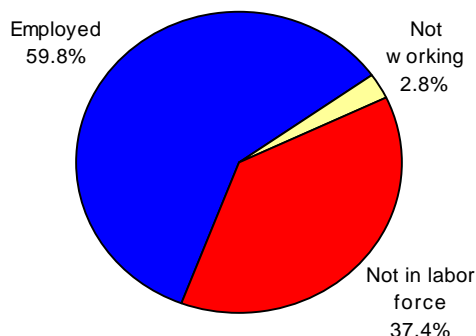
* Burnett County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The segment of the population 16 years and older is important because the U.S. Bureau of Labor Statistics use the age of 16 as the demarcation point for entrants into the potential labor force. The labor force, by definition, includes those who are either working or looking for work, but does not include individuals who have made a choice to not work: retirees, homemakers, and students; nor does it include institutional residents, military personnel, or discouraged job seekers.

Labor force participation increases and contracts with changes in labor market conditions. For example, each spring the Burnett County labor force expands as seasonal workers enter the labor market either to begin a job or to start looking for work.

1999 Labor Force Participation



The number of residents aged 16 years and over who are in the labor market determines the labor force participation rate. In 1999, the non-institutional population 16 years and over was 11,092. Of those, 6,950 were actively participating in the labor force and the labor force participation rate was 62.6 percent. While that is an increase from 1990, it is below both the state and national participation rates of 72.3 and 67.1 percent, respectively.

As younger residents age, interest in working and holding a job increases. Teenagers are less likely to participate in the labor force because they are in school. Residents between the ages of 25-54 share the most incentives to work and have the highest participation rates. At 55, however, workers begin to withdraw from the labor market and, by 65, most workers have retired.

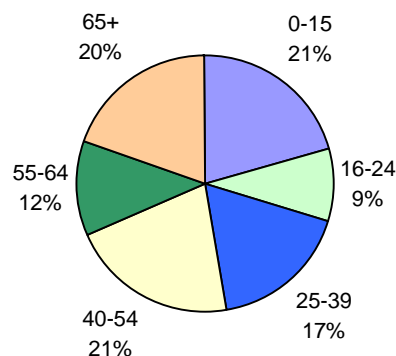
Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

The largest age group in 1990 was already over 65 years old and comprised 26 percent of the labor force age population (those 16 years old and over). By 1999, it was the second largest group due to the growth in the 40-54 year old group from aging and migration. Labor force expansion in the 1990s was due in large part to more residents in this age group and the increase in the number of jobs in the county.

However, the population will continue to age and by 2010 nearly half the population will be over the age of 55. This will lead to lower labor force participation and continuation, if not expansion, of the labor shortage.

Burnett County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	2,902	2,942	1.4%
16-24	1,177	1,290	9.6%
25-39	2,627	2,470	-6.0%
40-54	2,167	3,016	39.2%
55-64	1,565	1,690	8.0%
65+	2,647	2,790	5.4%



Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

Burnett County Civilian Labor Force Data

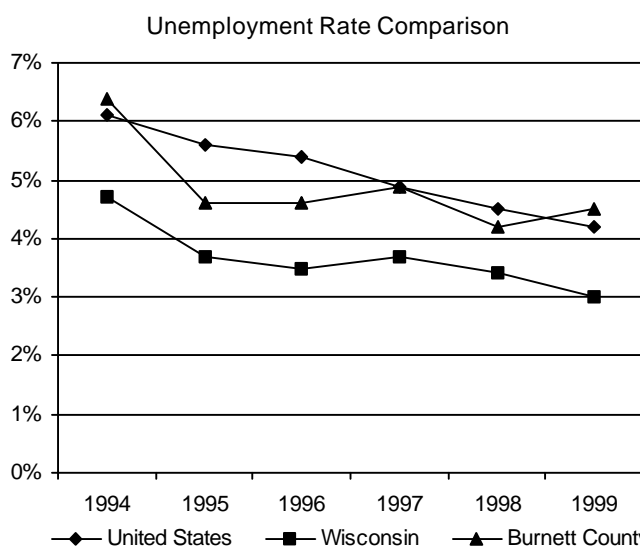
	1994	1995	1996	1997	1998	1999
Labor Force	6,700	6,900	7,000	7,200	7,100	6,900
Employed	6,300	6,600	6,700	6,800	6,800	6,600
Unemployed	430	320	320	350	300	320
Unemployment Rate	6.4%	4.6%	4.6%	4.9%	4.2%	4.5%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

The unemployment rate differs from the percent of the labor force age population not working. The unemployment rate is a percent of labor force participants (62.6% of the labor force age population in Burnett County) who are unemployed and actively looking for work. The number of unemployed in the county includes not only those who are receiving unemployment benefits, but also any resident who actively looked for a job and did not find it.

Out of a total labor force in Burnett County in 1999 of 6,900, 4.5 percent were unemployed. This is higher than the state unemployment rate of 3.0 but below the national rate of 4.2 percent in 1999. Even though this is a higher county rate than in 1998, it is still the second lowest rate of the decade. It reflects not only an increase in the number of unemployed due to job reductions, but also a decline in the number of jobseekers available for work due to an aging labor supply.

Since total employment counts individuals (some who work more than one job) it can decline even as the number of wage and salary jobs increases. Also, the number of employed in Burnett County includes not only residents



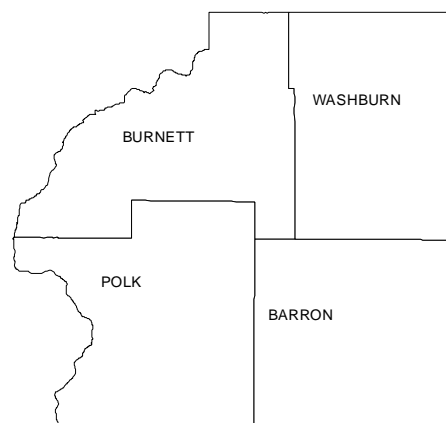
Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

who work for employers located both in and beyond the county boundaries, but all self-employed residents and proprietors. Roughly 30 percent of the number of employed in Burnett County are either farm or nonfarm proprietors. Since 1994, total employed increased by over 300, nearly the same as the increase of 293 proprietors during the same time span.

Burnett County Commuting Patterns

	Commute To	Commute From	Net Commute
Barron County	73	14	-59
Polk County	339	253	-86
Washburn County	312	58	-254
Minnesota	406	43	-363
Elsewhere	94	43	-51
Total	1,224	411	-813
Commute within County	3,922		

Source: WI DWD, Bureau of Workforce Information. *Wisconsin's Commuting Patterns*, 1994.

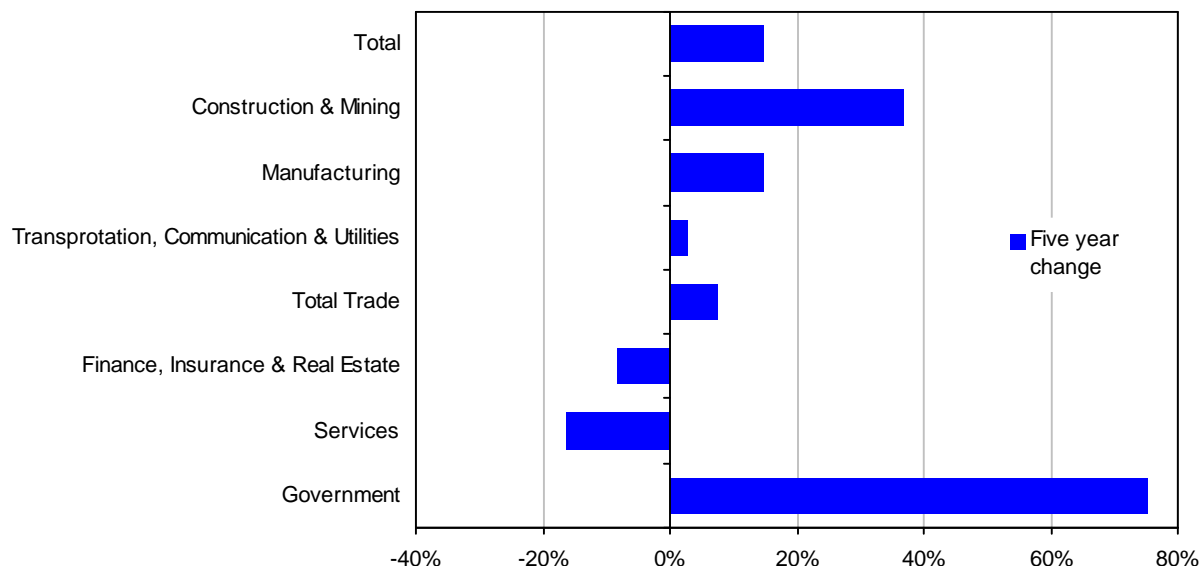


Note: Information on commuting patterns of workers is available only from decennial census data. Since 1990 the number of workers has increased and so has travel on area highways. Until the 2000 census is released, however, the only data we have remains from 1990.

The county labor force includes all employed or unemployed residents who live in the county, even though they may travel out of the county to work. In Burnett County in 1990 that included over 1,200 residents who commuted to surrounding communities for a job. Three times as many residents leave the county for work as enter from neighboring counties. The most traveled to destination is Minnesota. Once there, nearly two-thirds of the Minnesota-bound commuters travel down Interstate 35 to the metropolitan area of Minneapolis-St. Paul.

Nearly one-quarter of Burnett County commuters travel out of the county for work, leaving over three out of every four workers to commute within the county. Most of these workers travel to Grantsburg for jobs with some of the county's largest employers which includes Parker Hannifin Corporation, Grantsburg Public Schools, and Burnett County Medical Center.

Burnett County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
Total	4,003	4,251	4,252	4,391	4,476	4,592	2.6%	14.7%
Goods Producing	1,095	1,207	1,188	1,220	1,295	1,294	-0.1%	18.2%
Construction & Mining	165	154	138	147	206	226	9.4%	36.9%
Manufacturing	930	1,053	1,050	1,073	1,089	1,068	-1.9%	14.8%
Durable	722	800	781	807	839	831	-1.0%	15.1%
Nondurable	208	253	269	266	250	237	-5.1%	13.9%
Service Producing	2,907	3,044	3,064	3,171	3,181	3,298	3.7%	13.4%
Transportation, Communications & Utilities	159	155	146	154	171	164	-4.3%	2.7%
Total Trade	869	833	872	929	891	935	5.0%	7.7%
Wholesale	88	88	108	103	57	58	2.8%	-33.6%
Retail	781	745	763	826	834	877	5.1%	12.3%
Finance, Insurance, and Real Estate	106	98	90	89	92	97	5.8%	-8.1%
Services & Misc.	1,097	662	740	856	891	916	2.8%	-16.5%
Total Government	677	1,297	1,216	1,142	1,136	1,186	4.3%	75.2%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Note: Nonfarm wage and salary employment measures the number of jobs within a county excluding family farming, military, and proprietors. This data, often referred to as 'place of work' data, indicates the number of jobs at the work site without consideration of where the jobholder lives.

Total nonfarm wage and salary employment increased nearly 15 percent over the last five years as Burnett County employers added 590 jobs to the local economy. The majority of those jobs were in the service producing sector, and from the graph and table above, it would appear that most of that increase occurred in government. But in 1995, roughly 250 jobs with Indian owned operations were reassigned from the services industry division to government. They account for nearly half of the increase in government employment from 1994 to 1999. Since then, employment in these operations has continued to increase. Retail trade employment also expanded in the county as grocery stores, restaurants, and gas stations added roughly 100 workers in the five-year period.

The increase in jobs in Burnett County outpaced state growth during both the one- and five-year periods of 1.0 and 11.8 percent, respectively. Even though manufacturing jobs declined in the last year, since 1994 production job growth in both durable and nondurable goods manufacturing outpaced the state. Unlike the state, the share of jobs in manufacturing did not drop. Roughly 23 percent of the jobs in the county are with manufacturing employers compared with 22 percent statewide. The share of jobs in construction is higher than the state and increased greater than the state in both the one- and five-year intervals. One of the reasons for a greater increase in construction employment is the high migration rate and the expansion of tourism facilities.

Burnett County's Largest Industries and Employers

Top 10 Industry Groups

Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Educational Services	3	435	24	87
Health Services	10	384	4	81
Eating And Drinking Places	47	362	54	81
Membership Organizations	*	*	*	*
Fabricated Metal Products	*	*	*	*
Industrial Machinery And Equipment	6	292	31	54
Executive, Legislative, And General	24	277	-1	23
Lumber And Wood Products	13	173	-8	-26
Food Stores	7	160	-23	-17
Food And Kindred Products	*	*	*	*

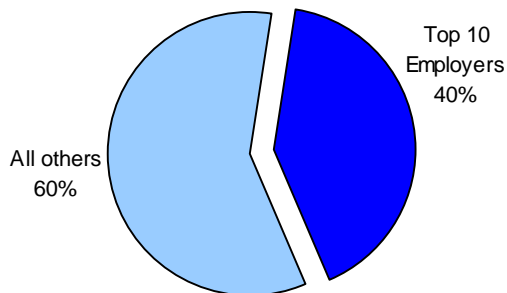
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Top 10 Employers

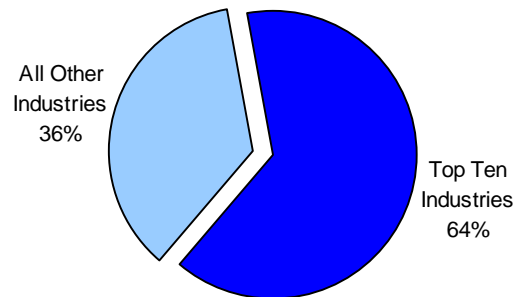
Company	Product or Service	Size
St Croix Tribal Council	Membership services: administration	250-499
Parker Hannifin Corp	Fabricated metal products: couplers	250-499
Hole-in-the-Wall	Amusement & recreation services: gaming	100-249
County of Burnett	Executive & general government	100-249
Grantsburg Public School	Education	100-249
School District of Webster	Education	100-249
Burnett Dairy Coop	Food products: cheese	100-249
Burnett Medical Center Inc	Health care services: hospital	100-249
Siren Public School	Education	100-249
Capeside Cove Good Samaritan Center	Health services: nursing care	100-249

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.

Top 10 Employers Share of Nonfarm Employment



Top 10 Industry Groups Share of Nonfarm Employment

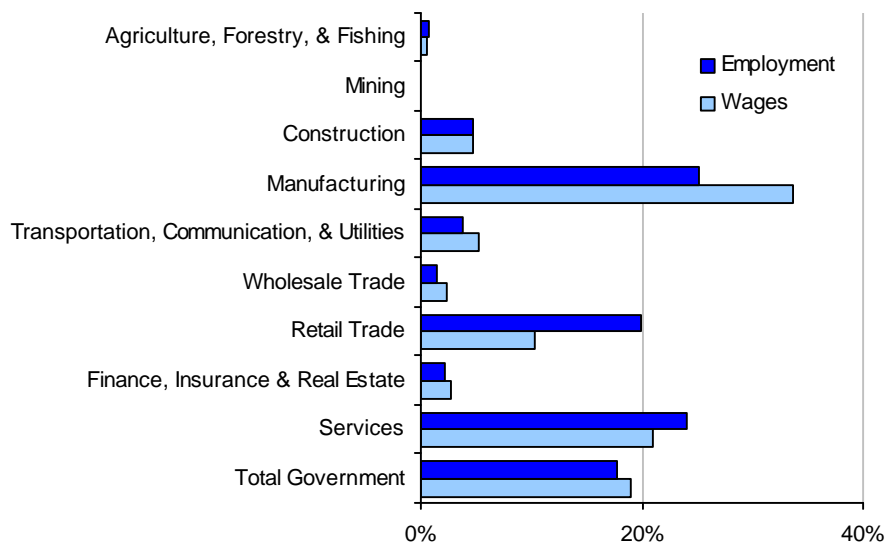


Out of 429 employers in Burnett County, ten of them provide 40 percent of the jobs. Like most counties, employers from the services industries appear more frequently on the list of largest employers, but unlike other counties, two of those employers in Burnett are associated with membership organizations and amusement and recreation services. The largest industry group, education services, includes both public and private institutions and employment is most often included with the larger government sector since most schools are funded by local taxes. Employment with private education facilities is included in the services industry division. Manufacturing is represented on the industry group list by fabricated metal production, industrial equipment, lumber and wood products, and food products, but only two employers are on the largest employer list. The retail trade division, which is represented by two industry groups: eating and drinking places and food stores, has no large employers. As in most counties, many of the employers are relatively small, but together they provide many jobs for county residents.

Burnett County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$21,068	\$29,609	71.2%	3.4%	20.1%	4,308
Agriculture, Forestry, & Fishing	\$19,393	\$21,499	90.2%	25.1%	85.7%	29
Mining	*	\$39,968	*	*	*	*
Construction	\$21,105	\$36,772	57.4%	1.6%	19.0%	199
Manufacturing	\$28,313	\$37,773	75.0%	5.0%	27.5%	1,082
Transportation, Communications, & Utilities	\$28,709	\$34,523	83.2%	6.9%	26.9%	166
Wholesale Trade	\$35,364	\$38,048	92.9%	22.4%	37.1%	61
Retail Trade	\$10,967	\$15,066	72.8%	2.3%	10.9%	858
Finance, Insurance, & Real estate	\$26,095	\$37,911	68.8%	-4.4%	45.0%	94
Services	\$18,403	\$26,041	70.7%	2.9%	17.9%	1,039
Total Government	\$22,407	\$32,017	70.0%	0.4%	7.3%	768

Total Employment and Wage Distribution by Industry Division



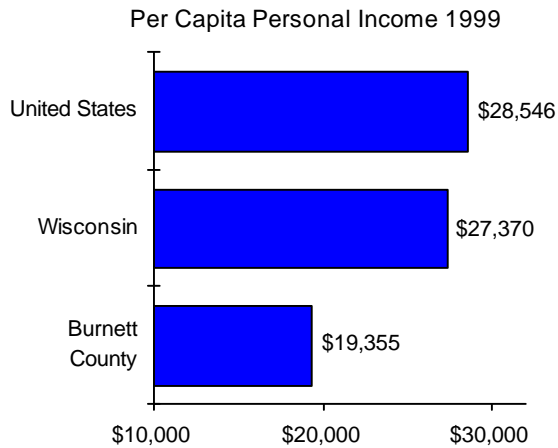
Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

Note – The data from Employment and Wages Covered by Wisconsin's Unemployment Insurance Law differs from employment data in the nonfarm wage and salary estimates because: 1) multi-location employers report all workers and wages at a single site, ie. retail franchises; 2) not all employers are covered by the unemployment insurance law and therefore are not included in this data, ie. railroads, parochial schools; 3) employment and wages with Indian-owned establishments are reported by industrial classification, not by government ownership. This is most apparent in services and government.

In general, the industries with the most workers in 1999 also reported the most wages. Manufacturing, with 1,082 workers, had a total payroll of \$30,635,046. The industry with the second highest number of workers, services, also had the second highest payroll of \$19,120,775. Because there are more workers in services, the average annual wage is much less than for workers in manufacturing. Similarly, retail trade has a high proportion of the county's workers (since many work part time) who share a total payroll of \$9,409,460. Total payroll for all industries was \$90,7625,708 and, when divided by the 4,308 jobholders in 1999, produced an annual average wage of \$21,068.

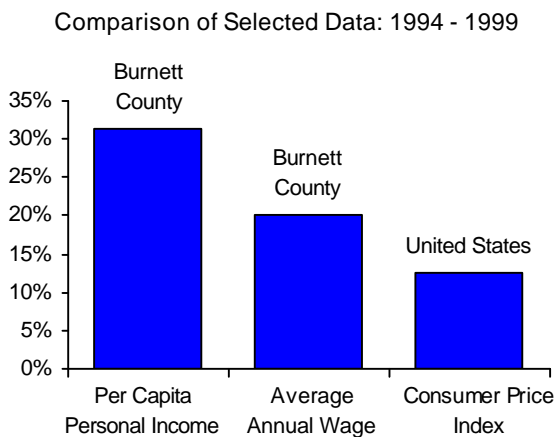
Workers in wholesale trade earned the highest annual average wage in Burnett County in 1999, which was 93 percent of state wages for the same industry. The greatest disparity in wages between workers in the county and the state appeared in construction, where most of the contractors are small and handle residential projects. Overall, wages in the county were 71 percent of the state annual wage of \$29,609, roughly the same as in the last four years.

Burnett County Wage and Income Data



The per capita personal income (PCPI) includes total income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population. In 1999, the PCPI in Burnett County was 71 percent of the state's, and was lower than 63 other Wisconsin counties.

The PCPI in Burnett County, which increased 31.4 percent in the last five years, exceeded both national and state five-year increases of 26.4 and 26.1 percent, respectively. Annual increases in the PCPI exceeded both national and state increases in three of the last five years, but not in 1999.



Growth in the county PCPI outpaced the increases in annual average wages. Net earnings are only 53 percent of total personal income and include, not only wages of residents (many who work more than one job), but also self-employment and proprietor's income. While net earnings increased 37 percent from 1994 to 1999, income from assets increased 62 percent and transfer payments rose 35 percent. Income from assets as a share of total personal income (TPI) has been increasing while the ratio of net earnings and transfer payments declined. In 1999, assets comprised 24 percent of TPI and transfer payments were 23.5 percent, compared with similar ratios statewide of 20.3 and 12.3, respectively. One of the reasons for the higher share of transfer payments is the higher number of

	Per Capita Personal Income						Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Burnett County	\$14,727	\$15,337	\$16,133	\$17,551	\$18,587	\$19,355	4.1%	31.4%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Accountant	\$ 17.18	\$ 15.57
Cashier-checker	6.72	6.40
Cook, restaurant	7.93	7.43
Helper, production	10.09	9.80
Janitor/cleaner	8.70	8.24
Laborer, hand mover-frght/stock	9.20	9.09
Laborer, landscaping & grndskpg	8.94	8.17
Machine feeder/offbearer	7.90	7.75
Machinist	14.59	14.67
Nurse aide	8.74	8.41
Receptionist	8.38	8.21
Registered nurse	18.54	17.99
Retail salesperson	8.40	7.09
Secretary	10.42	10.39
Truck driver, heavy and OTR	14.47	13.39

Source: DWD, Bureau of Workforce Information 1999 OES wage survey for Balance-of-State (non-MSA) counties.

The wages for the selected occupations in this table were reported by employers in non-metropolitan counties in the state who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs and a grouping of 'balance-of-state' (BOS) counties. For comparison, the annual average wage of workers in Burnett County was 86 percent of that for workers in all BOS counties. However, that varies by industry from 122 percent in the wholesale trade division to 66 percent in construction.

Wages play a critical role in the economy as both workers and employers try to capitalize their worth. The labor shortage has placed additional pressure on wages and those occupations with a mean (average) and median (mid-point) wage relatively close reflect that. Mean wages include both very low and high wages, but as the labor market tightens employers offering low wages migrate closer to the mid-point.